

EXHIBIT “3 ”

**LETTER TO ALEXANDER FROM
DR. MARK NEIGHBORS
Dated November 13, 2003**

OPELIKA CITY SCHOOLS

J. Phillip Raley
Superintendent
Mark Neighbors
Asst. Superintendent
Annie A. Wyatt
Asst. Superintendent



Board Of Education
Birdie P. Peterson
Chairman
O.D. Alsobrook, III
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Robert T. Meadows, III
Joe N. Pinkard

November 13, 2003

Mr. Louie Alexander
229 Lee Road 869, Lot #10
Auburn, AL 36830

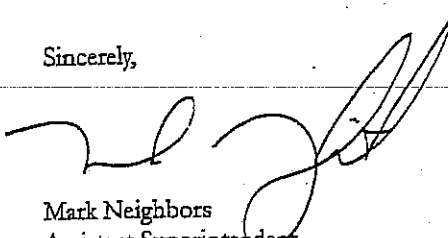
Dear Mr. Alexander:

This letter is to verify that you have been hired as a 10-month, 8 hour per day custodian at Opelika High School, effective today November 13, 2003. You will be paid over a period of 10 months, with your first check issued on November 25, 2003. For the 2003-04 school year, you will work 128 days at a base salary of \$11,162.00. Your total salary for the 2003-2004 school year is \$6,803.50.

Please contact the following people (745-9700): Jan Martin (payroll/benefits) and Gretchen Hood (finger-printing and TB test).

If you have any questions, please feel free to call me.

Sincerely,



Mark Neighbors
Assistant Superintendent

MDN/gph

pc: Jan Martin
Barbara Cutright
Stan Cox

Alexander v. Opelika City BOE

Discovery
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